

Eastern Washington Agricultural Partnership SKILL GAP ASSESSMENT MODEL

Second Draft Oct. 31, 2001

This skill gap assessment involves four sections; the fourth section would up be to the employer once the skill gaps have been identified. *One important note: This model could be used by any manufacturing industry for sections one and two. Section three gets very specific to an industry skill standard.*

The total assessment is being designed to be administered in no more than two days (16 hours) and will be modular so each section could be given at different times.

Section One is intended to be used with future and transitional workers. Incumbent workers would start with Section Two.

Section One: Interest Overview

Section Two: Basic Skills, Employability Skills and Core Manufacturing Skills

Section Three: Technical Skills – Skill Standards Specific

(Section Four: Company-Specific Standards)

SECTION ONE: Interest Overview

Purpose: Interest Profiling

Tools: Each WDC would use a proven successful interest profile in their area. In addition, individuals to provide background in agriculture and food processing and determine interest in the industry will view the video, Partners for Progress.

WDC's, WorkSource, One-Stops will be provided copies of this video to use for this ability overview.

Administered by: WDC, WorkSource, One-Stop

Approximate time to administer – 2 – 3 hours

SECTION TWO: Core Manufacturing Skills

Purpose: To assess core manufacturing skills including basic skills and employability skills that are necessary for working in a manufacturing environment.

PART I: Assess Basic Skills

Tools: CASAS or TABE

Administered by: WDC, WorkSource, One-Stop

Approximate time to administer: 1.5 hours

PART 2: Assess Employability Skills

Tools: CASAS or WorkKeys

Administered by: WDC, WorkSource, One-Stop

Approximate time to administer: 2 hours

PART 3: Assess Basic Manufacturing Knowledge

Tools: General Knowledge of Manufacturing Survey (existing tests are being identified, contrasted and compared with core manufacturing skill standards by Walla Walla Community College.

Administered by: Educational Institution or Employer

Approximate time to administer: 3 - 4 hours

SECTION THREE: Technical Skills

Purpose: Assess Technical Knowledge and Skills as they relate to maintenance-related standards: Electrical/Electronics, Ammonia Refrigeration, Equipment Technician, Maintenance.

Tools: Paper-and-Pencil Assessment, Performance Assessment - NOCTI (National Occupational Competency Testing Institute).

Administered by: Educational Institutions and Employers

Approximate time to administer: 6 – 8 hours

- Modules:**
- 1 Maintenance
 - 2 Agricultural & Diesel Equipment Repair
 - 3 Ammonia Refrigeration
 - 4 Electrical/Electronics

Module 1: Maintenance

Part 1: General Knowledge of Food Processing and Agriculture

Part 2 General Knowledge of Maintenance

Part 3: Not Applicable

Part 4:Performance Demonstration of Maintenance

Module 2: Agricultural and Diesel Equipment Repair

Part 1:General Knowledge of Food Processing and Agriculture

Part 2:General Knowledge of Maintenance

Part 3:General Knowledge of Agricultural Equipment Maintenance

Part 4: Performance Demonstration of Agricultural Equipment Maintenance

Module 3: Ammonia Refrigeration

Part 1:General Knowledge of Food Processing and Agriculture

Part 2:General Knowledge of Maintenance

Part 3:Knowledge of Ammonia Refrigeration

Part 4:Performance Demonstration of Ammonia Refrigeration

Module 4: Electrical/Electronics

Part 1:General Knowledge of Food Processing and Agriculture

Part 2:General Knowledge of Maintenance

Part 3:Knowledge of Electrical/Electronics

Part 4:Performance Demonstration of Electrical/Electronics

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